

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
July 30, 2014  
10:00 a.m.

James R. Thompson Center  
Murdock Room - IDHS  
Suite 5-300  
100 West Randolph Street  
Chicago, IL 60601

and

Lincoln Land Training Center  
130 W. Mason Street  
Room 104  
Springfield, Illinois

**MINUTES**

**PRESENT:**

**Commissioners**

In Chicago

Chairman Martin R. Castro  
Robert A. Cantone  
David Chang  
Brad Cole (*via telephone*)  
Terry Cosgrove  
Merri Dee  
Nabi Fakhroddin  
Lauren Beth Gash  
Rozanne Ronen  
Diane M. Viverito  
Patricia Bakalis Yadgir  
David J. Walsh

In Springfield

Marti Baricevic

Absent

None

**Staff**

LaNade Bridges  
N. Keith Chambers  
Dr. Ewa Ewa  
Reva Bauch

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Donyelle L. Gray  
Evelio Mora  
Christine M. Welninski  
Byron Wardlaw  
Adekunbi Adejumo, Coles Fellow  
Alexis Pool, Coles Fellow  
Anne Whaley, Coles Fellow

**Members of Public:** none

**NOTICE:**

Public and closed meetings of the Illinois Human Rights Commission are audio recorded.

**I. Call to Order**

On July 30, 2014 at 10:04 a.m., Chairman Castro called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting. Prior to the meeting, Commissioner Cole gave notice to the General Counsel and Secretary of the Public Body, Donyelle Gray that he would not be physically present for the meeting and requested to participate via telephone. Motion to allow Commissioner Cole to participate via telephone made by Commissioner Cantone and seconded by Commissioner Gash. Motion carried 12-0.

**II. Consideration of Minutes**

June 25, 2014

The Commission voted to approve the minutes of the June 25, 2014, as amended. The minutes are amended to reflect that Chairman Castro was not present for the June 25, 2014 meeting. Motion to approve the June 25, 2014 minutes as amended made by Commissioner Cantone and seconded by Commissioner Nabi. Motion carried 13-0.

**III. Chairman's Report**

*Martin R. Castro, Chairman*

None.

#### **IV. Staff Reports**

*A. N. Keith Chambers, Executive Director*

Mr. Chambers reported that the Commission's budget was cut by the Illinois General Assembly. The Budget cut was in the amount of \$102,000.00. Mr. Chambers further reported that the cut would have a marginal impact on the Commission.

Mr. Chambers reported that the Commission's current tech upgrade is underway. Mr. Chambers reported that the cost of upgrading the Evans Case Management software system ("ECMS") will be approximately \$38,000.00. Mr. Chambers further reported that the Commission has a second option which would be developing a Request for Information ("RFI"). The RFI would be sent out to other vendors and would give the Commission an accurate cost of the upgrade.

Mr. Chambers reported that the cost of translating the Commission's annual report and brochure will be \$1,700.00. The annual report and the Commission's brochure will be translated into Spanish and Polish.

*B. Dr. Ewa I. Ewa, Chief Fiscal Officer*

Dr. Ewa reiterated that the Commission's budget was cut.

Dr. Ewa reported that reported that the budget cut will have an impact on the Commission's operations; however, the Commission will proceed with the tech upgrade and the filling of staff positions within the Commission.

Dr. Ewa reported that the Commission will be losing two staff people. Office assistant Davina Bickel from the Commission's Springfield office is leaving the Commission and Administrative Law Judge Gertrude McCarthy will be retiring.

*C. Michael J. Evans, Chief Administrative Law Judge*

Chief Administrative Law Judge Evans was unable to attend the July 30, 2014 meeting, and Deputy Chief Administrative Law Judge Reva Bauch gave the report for the Chief Administrative Law Judge for the month of June 2014. Chief Judge Evans had also submitted a written report prior to the meeting.

*D. Donyelle Gray, General Counsel*

Ms. Gray gave a brief report and issued general reminders to the Commission regarding timesheets and ethics training.

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Ms. Gray distributed the proposed annual meeting calendar for 2015 to the Commissioners for their review.

Ms. Gray distributed recent labor law updates.

Ms. Gray acknowledged the 2014 summer Coles Fellows for their hard work at the Commission.

**V. En Banc Petitions/Motions**

*A) Kerri Williams v. Morse Automotive Corporation*  
Charge No.: 2005CF3022 ALS No.: 06-292

The Commission voted to deny the Petition. Motion made by Commissioner Gash, seconded by Commissioner Cantone. Motion carried 13-0.

*B) Sheryl Lynn v. John S. Novak, Sr. and Sokol Chiapas Coffee Company, LLC*  
Charge No.: 2003CP3905, 2003CP3906 ALS No.: 04-268

The Commission voted to deny the Petition. Motion made by Commissioner Nabi, seconded by Commissioner Walsh. Motion carried 13-0.

*C) Katrina Miles v. Windsor Clothing Store*  
Charge No.: 2008CP2590 ALS No.: 08-0551

The Commission voted to deny the Petition. Motion made by Commissioner Ronen, seconded by Commissioner Cosgrove. Motion carried 13-0.

**VI. New Business**

- a) Chairman Castro announced that Illinois was the first state to ratify the 13th Amendment to the United States Constitution. In honor of the 150<sup>th</sup> anniversary of the ratification, the Commission should sponsor an event for this occasion. Chairman Castro requested suggestions and ideas from the Commissioners for the event. Chairman Castro will also be drafting a letter to Governor Quinn in regards to the event.
- b) Chairman Castro presented each Coles Fellow with a plaque signed by Governor Pat Quinn in recognition of their work with the Commission.

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**VII. Public Comment**

None

**VIII. Executive Session**

None

**IX. Adjournment**

The meeting was adjourned at 10:51 a.m. Motion made by Commissioner Nabi, seconded by Commissioner Dee. Motion carried 13-0.

Respectfully submitted,

Donyelle L. Gray  
General Counsel